CITY OF MINNEAPOLIS

and

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 82

MEMORANDUM OF AGREEMENT ON CLOTHING AND EQUIPMENT ALLOWANCE FOR NEW HIRES

RECITALS

- A. The International Association of Fire Fighters, Local 82 (the "Union") and the City of Minneapolis (the "Employer") are parties to a collective bargaining agreement that is presently in effect (the "CBA").
- B. Under the terms of the CBA, the clothing allowance was eliminated as a separate component of compensation as of January 1, 2008, and replaced by an additional \$37.00 added to the bi-weekly wage on all steps and all job titles on the salary schedule. As a result, new hires are no longer provided with a lump sum of money from which they purchase the clothing and equipment required for a Minneapolis fire fighter.
- C. The parties mutually desire to provide financial assistance to new hires in the form of an advance on salary under the terms set forth herein.

AGREEMENT

1. Advance. At any time within the first six months after being sworn as a Minneapolis fire fighter, a newly hired fire fighter shall be eligible to receive an advance on salary in an amount up to \$1,000 for the purpose of purchasing clothing and equipment required

by the Department. The amount of the request shall be in increments of \$40. The advance shall be requested in writing on a form prepared by the employer and signed by the employee.

- 2. Repayment. Any new hire who requests an advance shall repay the employer through a voluntary payroll deduction in the amount of \$40 per pay period. The withholding shall commence as soon as practical after the advance is disbursed to the employee and shall continue until the amount of the advance is repaid in full. If the employee leaves employment with the Minneapolis Fire Department while a balance is still owing on the advance, the amount still due shall be deducted from his/her final paycheck. These repayment terms shall be set forth in the request form referenced in paragraph 1, above.
- 3. Labor Agreement Remains in Effect. Except as expressly modified herein, the Labor Agreement between the parties remains in full force and effect.

FOR THE EMPLOYER:

Acting Fire Chief

Director, Employee Services

FOR THE UNION:

President Local 82

Attorney for Local 82